

# Transforming Teacher Meetings to Create Collaborative Impact - A Rural Georgia High School's Journey

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Our goal is to provide practitioners with a candid overview of our journey toward Collective Efficacy through the presentation and discussion of teacher work, student work, and data. Collective Efficacy has been a priority goal for our rural Title I school system for the last 4 years. The goal originated at the district level and was pushed down to the school level without anyone using the term “Collective Efficacy” or referring to John Hattie or Visible Learning. However, our district team was committed to quality teaching that impacted learning, so they established collaboration protocols, put those into place as a requirement at every school, and even provided templates for teams to keep up with their minutes and data discussions from the “mandatory collaboration” meetings. Those minutes were submitted to administrators for review, but there was never real buy-in or culture change prior to us delving into our Visible Learning journey beginning in August, 2016. The dynamics of “meetings” have begun to shift, and therefore, the work we are doing collaboratively is better work that is focused on teacher impact on student learning and effect sizes.

We will share how our shift toward better work came about because of our emphasis and focus on: 1) Examining student growth 2) Listening to Student Voice 2) Improving Teacher Clarity 3) Increasing Quality Feedback to and from Students 4) Embracing Collective Teacher Efficacy 5) Appreciating Peer observations 6) Providing Impact Coaching. We will show before and after images and videos as well as share our data with participants. Our team’s classroom teachers will elaborate on the journey of their students while our Instructional Coach will discuss leading and coaching for impact.